

The 1st Dullingham and Stetchworth Scout Group

Bullying and harassment policy and procedures

Policy Version: 1.0

Date of Issue:

Review Due:

Policy Owner: Group Scoutmaster (GSM)

1. Scope

This policy applies to:

- All young members aged 6 to 18
- Adult leaders, volunteers and helpers
- Parents and guardians involved with the group
- Visitors and guests at group events

It covers social media and electronic communication.

2. Our Commitments

We are committed to creating a safe, healthy and productive environment where all members, regardless of background or identity, feel valued, respected, and supported. We take a preventative approach to foster and maintain a culture of respect and dignity as well as proactively addressing instances of bullying or harassment. We do this by ensuring:

- Leaders, volunteers and helpers are aware of this policy and how it affects them
- Leaders, volunteers and helpers role-model acceptable behaviour
- Prompt and appropriate response are given to all complaints of harassment or bullying
- All complainants are protected from victimisation as a result of making the complaint
- Complaints are handled sensitively and confidentially
- Complaints made in good faith will not in themselves be seen as bullying or harassment



3. Bullying

Bullying and harassment can be detrimental to individuals and may happen without the individual or others recognising the behaviour. It's also important to acknowledge that, for various reasons, recipients of bullying and harassment may not wish or be able to report their concerns. Bullying or harassment can take many forms; it can occur between two individuals or may involve groups. It may be persistent or an isolated incident. It can also occur in person, written or electronic communications, including social media or by phone.

Bullying is characterised as offensive, intimidating, malicious or insulting behaviour, abuse or misuse of power through means that undermine, humiliate, denigrate or injure the recipient. It's not classed as bullying if a Leader or volunteer is solely making sure rules are followed. It's more than a strong, firm or authoritarian interaction. It's destructive rather than constructive, it's a criticism of the person rather than their mistakes, to publicly humiliate rather than privately correct; and results in the individual feeling threatened or compromised.

Bullying usually results from the misuse of status; it can also result from the misuse of any form of individual power. It's recognised that there is a difference between feeling bullied and being bullied. An individual may experience feelings similar to those of harassment, for example feeling compromised or threatened, if they're being corrected or reprimanded by their Leader or a volunteer. However, provided the correction or reprimand is carried out reasonably, and in an appropriate and constructive manner, this would not constitute bullying.

The following is a (not exhaustive) list of examples of bullying:

4. Non-verbal bullying

- Excluding or ignoring someone
- Deliberately withholding essential information/training resources
- Setting impossible objectives
- Unreasonable allocation of tasks/duties/responsibilities
- Deliberate wrongful attribution of blame

5. Verbal bullying

- Shouting, swearing, abuse, malicious gossip, assigning unwanted nicknames
- Victimising or singling out someone for different treatment
- Overbearing line management; over demanding or unfair treatment



- Frequent unwarranted criticism or deliberate undermining of someone or their work
- Public reprimand/humiliation, ridicule, sarcasm
- Singling out or victimisation
- Belittling or patronising comments
- Invading personal privacy/unnecessary and intrusive phone calls
- Spreading malicious rumours or gossip
- Making physical or psychological threats

6. Physical bullying

- Striking or hitting
- Grabbing a person or their clothes
- Pushing, jostling or prodding
- Practical jokes or initiations
- Rifling, damaging or stealing personal possessions

It's accepted that these descriptions represent extremes of behaviour, although in practice bullying may not always be clear and individuals may display behaviour that doesn't fall into these categories or may not be explicit.

7. Harassment

Harassment is *'unwanted conduct that has the purpose or effect of violating people's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment'* (Equality Act 2010). Harassment may be conduct based on protected characteristics: age, disability, gender reassignment, marriage/civil partnership, pregnancy and maternity, race, colour, nationality, ethnic origin, religion or belief, gender or sexual orientation. Harassment can also occur due to an individual's language, political belief, social background or nonrelevant criminal background (the above list is neither exhaustive nor exclusive).

Harassment can take many forms; for example, verbal and/or written abuse, ignoring or subjugating colleagues to unwanted attention, ridiculing and humiliating colleagues in front of others, mocking, mimicking or belittling a person.



8. Sexual harassment

Sexual harassment is unwanted conduct of a sexual nature. It has the purpose or effect of violating the dignity of an individual, or creating an intimidating, hostile, degrading, humiliating or offensive environment for them.

Something can still be considered sexual harassment even if the alleged harasser didn't mean for it to be. It also doesn't have to be intentionally directed at a specific person.

Sexual harassment can be a one-off incident or an ongoing course of behaviour. Depending on the circumstances involved, some forms of sexual harassment may be a criminal offence.

Sexual harassment can happen in any number of ways, including:

- Written or verbal comments of a sexual nature, such as remarks about a volunteer's appearance, questions about their sex life or offensive jokes
- Displaying pornographic or explicit images
- Electronic communication with content of a sexual nature
- Unwanted physical contact and touching
- Unwelcome sexual advances or suggestive behaviour (which the harasser may perceive as harmless)
- Sexual touching or assault

9. Racial harassment

Racial harassment may include jokes or gratuitous references to a person's skin colour, race, religion and nationality. It may also include offensive remarks about dress, culture, customs which have an undermining effect on an individual. In extreme cases there may be hatred or prejudice towards individuals from particular groups.

10. Sexual orientation harassment

Sexual orientation harassment occurs when an individual is harassed on the grounds of an individual's sexual orientation. Homophobic remarks and jokes, threats to disclose an individual's sexuality to other individuals are unacceptable.



11. Reporting Concerns

Any concerns related to bullying or unfair treatment should be reported promptly to the GSM or if unavailable, any other leader, and should be handled in line with the group's Complaints handling policy and procedures.

12. Monitoring and Review

This policy will be reviewed annually or as required in response to changes in legislation or guidance. Feedback from members, parents, and volunteers will be sought to improve and evolve our approach to inclusion.

Approved by:

13. Acknowledgement by Leaders

I have read and understood the policy. I agree to follow it and report concerns of bullying.

Name	Role	Signature	Date

14. Bullying Policy Review Sheet

Date	Reviewed By	Key Changes Made	Next Review Date



